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Approved For Release 2001/07/12 : CIA-RDP79-00498A000600010072-5

15 AUG 1975

MEMORANDUM FOR: Deputy Director for Administration

SUBJECT : MAG Proposal for Employee Notice Regarding  
Agency's Use of Annuitants

REFERENCE : Memorandum, dated 28 July 1975, from MAG  
to DCI, subject: Employment of Super-  
Grade and Other Annuitants

Jack:

Referent memorandum from the Management Advisory Group to the Director suggests that it would be useful for employees to be better informed on the necessity of the Agency's need to hire annuitants.

At your request, a draft employee notice has been prepared. To lead into the subject of rehired annuitants, I think some history on retirements since FY 70 should be shown and accordingly the draft notice has been prepared in that vein.

I am strongly opposed to an employee notice being issued on the necessity for the Agency to rehire annuitants. I believe the MAG's concern in this matter could more properly be communicated by the Director to each of the Deputy Directors and heads of independent offices, perhaps by furnishing each of them a copy of the MAG memorandum.

(Signed) F. W. M. Janney

F. W. M. Janney  
Director of Personnel

Attachment

Distribution:

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1 - D/Pers

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OP/CPD/[REDACTED] dhc (14 Aug 75)

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2 IMPDET CL BY 063837

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RETIREMENT

As we enter a new fiscal year, there are certain statistics regarding our retirees over the past six years which I should like to share with you. Retirements, of course, have contributed materially to management's efforts in meeting reduced personnel ceilings.

In the first half of this decade, [REDACTED] employees retired. 25X9  
Of the Agency's total attrition in all years FY 70 through FY 75, retirements comprised the following percentages:

FY-70	17.7%
-71	32.33%
-72	32.34%
-73	44.48%
-74	29%
-75	28.3%

For these same years, the average age of the employees retiring was:

FY-70	56.3
-71	55.1
-72	54.6
-73	54.3
-74	53.3
-75	52.8

Or viewed another way:

	<u>FY-70</u>	<u>71</u>	<u>72</u>	<u>73</u>	<u>74</u>	<u>75</u>
Retirements above age 60:	34.6%	13%	12%	4.3%	6%	3.7%
Retirements at age 60 :	10.8%	14%	14%	6.3%	6.2%	4.0%
Retirements under age 60:	54.6%	73%	87.8%	89.4%	74%	92.3%

These retirees represent a unique wealth of experience and background. Some of them, including certain ones who were supergrades at the time of their retirement, have been asked to continue their association with the Agency in order to complete programs in which they were involved. Others are engaged in the writing of historical and research papers, the review of OSS files for declassification, translating foreign language documents, etc. Certain retirees have been asked to remain in their same assignment pending the identification of a qualified replacement to assume their duties.

In each case, the utilization of a retiree has been authorized to meet a specific need.

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